



# Adoption of 2024 Building & Heavy - Highway Prevailing Wage Rates

April 15, 2025

*Goal 6: Set the standard for Sound Governance and  
Fiscal Management*

*6.6 Ensure continued financial stability and accountability  
through sound financial management, budgeting and  
reporting.*

# Adoption of 2024 Building and Heavy / Highway Prevailing Wage Rates

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- In **2012**, the County of El Paso proposed a joint effort to update wage rates for local government use.
- On **May 8, 2012**, the City authorized an Interlocal Agreement with the County to participate in a survey of prevailing rate per diem wages.



# Adoption of 2024 Building and Heavy / Highway Prevailing Wage Rates

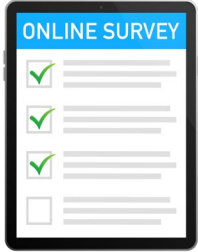
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- The City of El Paso currently uses the 2020 Building Wage Rates: *approved December 7, 2021* and
- The 2016 Heavy/Highway Wage Rates: *approved February 28, 2017* for all construction contracts.
- Under **Texas Government Code Chapter 2258**, the City must determine prevailing per diem wage rates for each worker type within its limits for public works projects every four years.



# Adoption of 2024 Building and Heavy / Highway Prevailing Wage Rates



- **El Paso County** led the 2024 Building and Heavy/Highway wage rates survey, forming a committee with the City of El Paso, local unions, Associated General Contractors of America (AGC), and local contractors.



- The **County led** the following aspects of the survey:
  - Managing meetings
  - Handling communications
  - Overseeing expenses
  - Providing database support for data analysis

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# Summary of Changes: 2024 Building and Heavy/Highway Prevailing Wage Rates

- The **survey methodology** included the development of two distinct forms:
  - One designed for building trades and another for heavy/highway trades

Contractors were asked to submit **payroll data** for their peak workweek covering various trades, for the period between

**January 1, 2022, and December 31, 2023**

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# Summary of Changes: 2024 Building and Heavy/Highway Prevailing Wage Rates

- County staff and consultant Bob Longmire (Public Sector Personnel Consultants) validated the data for accuracy, which was then used to calculate average paid rates by trade/classification.
- El Paso County approved and implemented the **2024 Building and Heavy/Highway Prevailing Wage Rates** on December 9, 2024.

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# 2024 Building Prevailing Wage Rates

2020 Building Wages			2024 Building Wages		2020 vs. 2024 Incr < Dcr >	
	CLASSIFICATION	2020 PWR	CLASSIFICATION	2024 PWR	\$	%
1	Asbestos/Lead Abatement/Mold Remediation	43.57	Asbestos/Lead Abatement/Mold Remediation	43.57	0.00	0%
2	Automatic Fire Sprinkler Fitter, Certified	52.32	Automatic Fire Sprinkler Fitter, Certified	60.03	7.71	15%
3	Block, Brick, and Stone Mason	17.97	Block, Brick, and Stone Mason	17.97	0.00	0%
4	Caulker / Sealers	11.29	Caulker/Sealers	11.29	0.00	0%
5	Carpenter – All Other Work	17.40	Carpenter/ All Other Work	19.04	1.64	9%
6	Carpenter – Rough	17.64	Carpenter	19.53	1.89	11%
7	Carpenters – Acoustical Ceiling Installation	17.36	Carpenters/ Acoustical Ceiling Installation	21.83	4.47	26%
8	Cement and Concrete Finishers	16.30	Cement and Concrete Finishers	19.13	2.83	17%
9	Commercial Truck Driver	14.75	Commercial Truck Driver	14.75	0.00	0%
10	Communication/Security Technician	18.62	Communication/ Security Technician	18.62	0.00	0%
11	Crane and Heavy Equipment Operator	31.05	Crane and Heavy Equipment Operator	45.95	14.90	48%
12	Door & Hardware Specialist	13.35	Door & Hardware Specialist	13.35	0.00	0%
13	Drywall and Ceiling Tile Installers	14.40	Drywall and Ceiling Tile Installers	19.25	4.85	34%
14	Drywall Finishers & Tapers	15.55	Drywall Finishers & Tapers	15.55	0.00	0%
15	Electrician	30.02	Electrician	33.42	3.40	11%
16	Elevator Installers and Repairs	46.45	Elevator Installers & Repairers	46.45	0.00	0%
17	Fence Erectors – Include with Skilled Labor	10.00	Fence Erectors - Include Skilled Labor	11.76	1.76	18%
18	Floor Layers – Carpet and Resilient	12.87	Floor Layers/Carpet and Resilient	12.87	0.00	0%
19	Floor layers- Specialty	13.00	Floor Layers - Specialty	13.00	0.00	0%
20	Floor Layers - Wood	11.50	Floor Layers-Wood	11.50	0.00	0%

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## Building Additions

### # of Classifications

2020: 40

2024: 42 ↑



# 2024 Heavy Highway Prevailing Wage Rates

2016 Heavy Highway Wages			2024 Heavy Highway Wages			2016 vs. 2024 Incr < Dcr >	
	CLASSIFICATION	2016 PWR	TXDOT Job ID	CLASSIFICATION	2024 PWR	\$	%
1	Asphalt Raker	12.99	1106	Asphalt Raker	17.81	4.82	37%
2			1112	Batching Plant Operator, Asphalt	21.74	21.74	
3			1115	Batching Plant Operator, Concrete	21.08	21.08	
4	Concrete Finishers (Paving and Structures)	13.88	1124	Concrete Finishers (Paving and Structures)	17.35	3.47	25%
5	Electrician	23.09	1139	Electrician	33.42	10.33	45%
6			1143	Telecommunication Technician	17.76	17.76	
7			1150	Flagger	15.00	15.00	
8	Form Builder/Setter	15.02	1151	Form Builder/Setter, Structures	19.36	4.34	29%
9	Form Setter (Paving and Curb)	12.86	1160	For Setter, Paving and Curb	12.26	-0.60	-5%
10	Laborer	11.89	1172	Laborer, Common	15.78	3.89	33%
11	Laborer (Skilled)(Utility)	13.65	1175	Laborer, Utility	16.87	3.22	24%
12	Mechanic	17.50	1187	Mechanic	28.39	10.89	62%
13	Rock Mason	12.00					
14	Servicer	14.33	1194	Servicer	13.44	-0.89	-6%
15			1196	Painter, Structures	15.92	15.92	
16	Pipe Layer	12.94	1205	Pipelayer	18.28	5.34	41%
17			1214	Blaster	22.11	22.11	
18	Asphalt Distributor Operator	14.64	1300	Asphalt Distributor Operator	19.77	5.13	35%
19	Asphalt Paving Machine Operator / Spreader Box Operator	14.20	1303	Asphalt Paving Machine Operator	18.67	4.47	31%
20			1305	Broom or Sweeper Operator	18.25	18.25	
21			1315	Concrete Paving Curing, Float, Texturing Machine Operator	19.50	19.50	
22			1318	Concrete Pavement Finishing Machine Operator	16.03	16.03	
23	Crane Operator, Lattice Boom	17.50					
24	Crane Operator, Hydraulic	17.50	1344	Crane Operator, Hydraulic 80 Tons or Less	32.15	14.65	84%
25			1345	Crane Operator, Hydraulic Over 80 Tons	32.85	32.85	

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## Highway Additions

### # of Classifications

2016: 26

2024: 40 ↑



# Criteria for 2024 Prevailing Wage Rates

- **Building Construction Prevailing Wage Rates:**
  - Use Davis Bacon Rates, if 3 or more responses received and not less than 2020 rates.
  - If no Davis Bacon Rate exists nor in 2020 rates, and fewer than 3 responses received, default to 2024 survey rates
  - If no Davis Bacon Rate exists and fewer than 3 responses received, default to 2020 rates
- **Heavy and Highway Construction Prevailing Wage Rates:**
  - Use Davis Bacon rates, unless 3 or more responses were received.
  - If no Davis Bacon Rate exists and fewer than 3 responses received use 2024 survey.

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# Summary of Changes: 2024 Building and Heavy/Highway Prevailing Wage Rates

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- **Building Additions:**

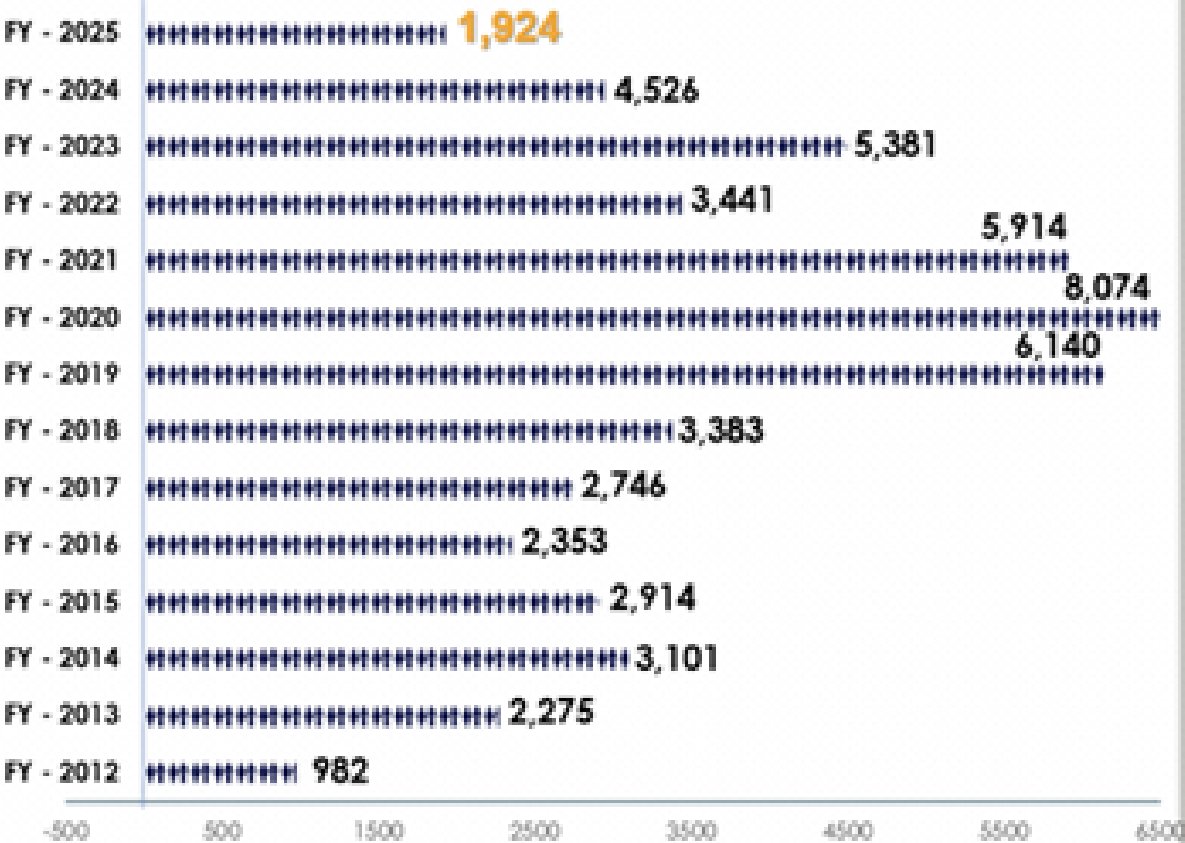
- Forklift and Manlift (boom, scissor)
- Welder

- **Heavy / Highway Additions:**

- Aligned classifications with the adopted TxDOT list
- Removed 2016 Utility Operator Grade 1 and 2, replacing them with specific operator classifications and rates



# JOBS SUPPORTED VIA CIP



Capital Projects have generated approximately

**53,154**  
**JOBS**

From Sep 2011 through Feb 2025 **7**

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# Recommended Actions

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**For City Council's approval of the 2024 Building and Heavy/Highway Prevailing Wage Rates, to be implemented in future construction contracts.**



## MISSION



Deliver exceptional services to support a high quality of life and place for our community.

## VISION



Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government.



## VALUES

Integrity, **R**espect, **E**xcellence,  
**A**ccountability, **P**eople